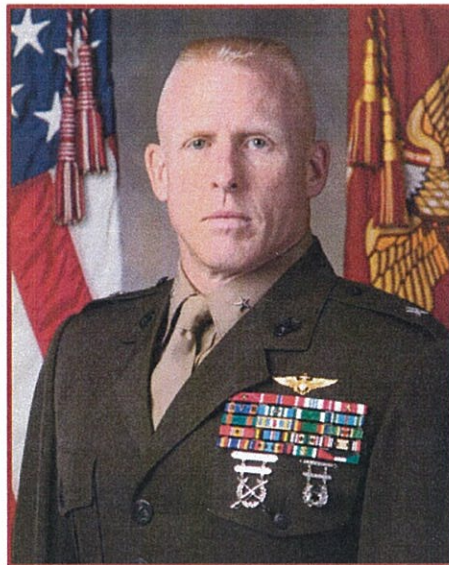




Equal Opportunity Policy Statement

All members of Education Command/Marine Corps University, military and civilian, have an inherent right to an environment which enables everyone to maximize their full potential and individual merit. As the Commanding General, I am dedicated to Equal Opportunity (EO) for all members of this command regardless of race, color, religion, gender, age, or national origin. Each and every member of this culturally diverse command will be provided an environment that promotes professional growth, dignity, and mutual respect for each other. This is paramount to ensuring the highest standards of growth and moral integrity.

Discrimination, to include sexual harassment, in any form is counterproductive to mission accomplishment, as it minimizes and undermines a unit's morale, good order and discipline, and overall readiness. Equal Opportunity is everyone's responsibility, regardless of rank or position. I charge each of you, as leaders, to take immediate and appropriate action when any form of discrimination is brought to your attention.



For military personnel: NAVMC 2921a, the Informal Resolution System (IRS), should be used whenever possible to resolve complaints of discrimination at the lowest level. If IRS does not resolve the complaint, the preferred method for formal complaints is the Request Mast process.

For civilian personnel: Our civilian Marines are encouraged to use the Informal Complaint Processing (ICP) option to resolve complaints at the lowest level. You have an obligation to report any incident or to take appropriate action. If you are unable to resolve the incident at the lowest level, you may file a formal complaint.

Any member who feels they have been subjected to, engages in, or fails to report or prevent any form of discrimination or sexual harassment will be subject to appropriate disciplinary actions. Reprisal or acts of intimidation related to a complaint will not be tolerated and are also subject to disciplinary or administrative action.

Our core values of Honor, Courage, and Commitment require that fair and impartial treatment is afforded to all members of the Command. When working together to achieve mission accomplishment through teamwork, professionalism, and Espirit de Corps, we build a command climate where excellence is the natural product.

T. D. WEIDLEY

Brigadier General, U.S. Marine Corps
Commanding General, Education Command
President, Marine Corps University

**EDCOM/MCU Equal Opportunity Advisor is MSgt Erica L. James at (703) 432-2472 or erica.james@usmc.mil
Command EEO Office is located in BLDG 2004, Room 123, (703) 784-2281/2946**